Index to Volume 31

No. 1 Spring 2004
No. 2 Summer 2004
No. 3 Autumn 2004
No. 4 Winter 2005

AUTHOR INDEX

Aronoff, Roberta, The Lost Art of Mentoring, No. 2, 83–88

Beachboard, Joseph L., and Witlin, Scott J., Key Court Cases, No. 2, 111–115

Bolger, Bruce, Ten Steps to Designing an Effective Incentive Program, No. 1, 25–33

Burch, Samuel C., and Coil, James H., III, State Regulations Update, No. 1, 83–101

Camardella, Matthew J., Questions—and Answers, No. 1, 109–115

Carroll, Scott A., and Miller, Steven R., Federal Regulations Update, No. 2, 89–98

Carroll, Scott A., and Miller, Steven R., Federal Regulations Update, No. 4, 59–68

Cassidy, Dan, A Recovering Economy Poses New Risks for Retirement Plans, No. 3, 1–7

Coates, Joseph F., The Radical Solution to Rising Health-Care Costs, No. 2, 1–11

Coil, James H., III, and Burch, Samuel C., State Regulations Update, No. 1, 83–101

Coil, James H., III, and Rice, Charles M., State Regulations Update, No. 3, 75–84

Coverdale, Brent N., and Martucci, William C., State Regulations Update, No. 2, 99–110

Coverdale, Brent N., and Martucci, William C., State Regulations Update, No. 4, 69–76

Curtice, Joan, The HR Audit for Legal Compliance and Safe Business Practice, No. 2, 55–66

Daniels, Joni, The Art of Making Persuasive Presentations, No. 4, 39–49

Davidson, Glenn K., Emerging Trends and Early Lessons in Public-Sector HR Outsourcing, No. 4, 31–38

Elliott, George, HR's Role in Instilling Core Values, No. 2, 25–32

Felsberg, Eric J., Questions—and Answers, No. 2, 117–122

Felsberg, Eric J., Questions—and Answers, No. 3, 91–93

Felsberg, Eric J., Questions—and Answers, No. 4, 81–85

Greenfield, W. M, Decision Making and Employee Engagement, No. 2, 13–24

Hannah, Richard L., Assessing the Dynamics and Value of Employment-Related Internet Discussion Lists, No. 3, 43–51

Heinen, J. Stephen, and O'Neill, Colleen, Managing Talent to Maximize Performance, No. 2, 67–82

Herman, Roger E., HR Agenda: 2005, No. 4, 1–6

© 2005 Wiley Periodicals, Inc.

Herman, Roger E., Strategic Planning for the Impending Labor Shortage, No. 1, 19–24
Herrera, Fred, Demystifying and Diminishing Facility-Closure Problems, No. 4, 51–57
Hodgson, Morgan D., and Hoffman, Leslie R., Federal Regulations Update, No. 1, 71–81
Hodgson, Morgan D., Moran, Anne E., and Kresin, David C., Federal Regulations Update, No. 3, 59–74
Hoffman, Leslie R., and Hodgson, Morgan D., Federal Regulations Update, No. 1, 71–81
Jamrog, Jay J., and Overholt, Miles H., Measuring HR and Organizational Effectiveness, No. 2, 33–45
Kessler, Robin, Collaborate with Employees to Make Your Competency-Based Systems Stronger, No. 3, 27–32
Kresin, David C., Hodgson, Morgan D., and Moran, Anne E., Federal Regulations Update, No. 3, 59–74
LaMarsh, Jeanenne, Building a Strategic Partnership and HR's Role of Change Manager, No. 3, 17–26
Leck, Kathy M., and Wang, Barbara J., Five Core Ideas for Developing Leadership Capacity to Drive Business Results, No. 1, 61–70
Lee, Larry W., and Witlin, Scott J., Key Court Cases, No. 3, 85–89
Levetown, Andrew S., and Neuberger, Mark J., Special Employment Considerations to Ensure the Security of Your IT Department, No. 1, 35–42
Martucci, William C., and Coverdale, Brent N., State Regulations Update, No. 2, 99–110
Martucci, William C., and Coverdale, Brent N., State Regulations Update, No. 4, 69–76
Miller, Steven R., and Carroll, Scott A., Federal Regulations Update, No. 2, 89–98
Miller, Steven R., and Carroll, Scott A., Federal Regulations Update, No. 4, 59–68
Moran, Anne E., Kresin, David C., and Hodgson, Morgan D., Federal Regulations Update, No. 3, 59–74
Neuberger, Mark J., and Levetown, Andrew S., Special Employment Considerations to Ensure the Security of Your IT Department, No. 1, 35–42
O'Neill, Colleen, and Heinen, J. Stephen, Managing Talent to Maximize Performance, No. 2, 67–82
Overholt, Miles H., and Jamrog, Jay J., Measuring HR and Organizational Effectiveness, No. 2, 33–45
Reese, Victoria, Maximizing Your Retention and Productivity with On-Boarding, No. 4, 23–29
Reilly, Edward T., Learning from *The Apprentice*: Opportunities for Performance Improvement, No. 4, 15–22
Rice, Charles M., and Coil, James H., III, State Regulations Update, No. 3, 75–84
Robbins, Chris, HR Perspectives on Rising Drug Costs and Rx Benefits, No. 3, 9–16
Rogers, Robert W., and Smith, Audrey B., Spotting Executive Potential and Future Senior Leaders, No. 1, 51–60
Rubenstein, Barry, Ten Elements of a Successful HR Start-up—Getting Back to Basics, No. 3, 33–41
Shelgren, Diane, Why HR Outsourcing Continues to Expand, No. 2, 47–53
Silbergeld, Arthur F., When Political and Other Talk on the Job May Be Controlled by Employers, No. 3, 53–57
Smith, Audrey B., and Rogers, Robert W., Spotting Executive Potential and Future Senior Leaders, No. 1, 51–60
Stone, Florence, Deconstructing Silos and Supporting Collaboration, No. 1, 11–18
Tucker, Jim, and Volpe, Louis, Third-Party Recruiting, No. 1, 1–10

Updegraff, Suzanne, Maximizing Human Potential: Tips to Foster Personal Effectiveness, No. 1, 43–50
Volpe, Louis, and Tucker, Jim, Third-Party Recruiting, No. 1, 1–10
Wang, Barbara J., and Leck, Kathy M., Five Core Ideas for Developing Leadership Capacity to Drive Business Results, No. 1, 61–70
Witlin, Scott J., and Beachboard, Joseph L., Key Court Cases, No. 2, 111–115
Witlin, Scott J., and Lee, Larry W., Key Court Cases, No. 3, 85–89
Witlin, Scott J., Key Court Cases, No. 1, 103–107
Witlin, Scott J., Key Court Cases, No. 4, 77–80
Yorton, Tom, Using Improv Methods to Overcome the Fear Factor, No. 4, 7–13

SUBJECT INDEX

Collaboration

Deconstructing Silos and Supporting Collaboration, Florence Stone, No. 1, 11–18

Competency-Based Systems

Collaborate with Employees to Make Your Competency-Based Systems Stronger, Robin Kessler, No. 3, 27–32

Core Values

HR's Role in Instilling Core Values, George Elliott, No. 2, 25–32

Decision Making

Decision Making and Employee Engagement, W. M Greenfield, No. 2, 13–24

Developing Leaders

Spotting Executive Potential and Future Senior Leaders, Robert W. Rogers and Audrey B. Smith, No. 1, 51–60
Five Core Ideas for Developing Leadership Capacity to Drive Business Results, Kathy M. Leck and Barbara J. Wang, No. 1, 61–70

Employee Benefits

The Radical Solution to Rising Health-Care Costs, Joseph F. Coates, No. 2, 1–11
HR Perspectives on Rising Drug Costs and Rx Benefits, Chris Robbins, No. 3, 9–16
Ten Steps to Designing an Effective Incentive Program, Bruce Bolger, No. 1, 25–33
A Recovering Economy Poses New Risks for Retirement Plans, Dan Cassidy, No. 3, 1–7

Employer-Controlled Speech

When Political and Other Talk on the Job May Be Controlled by Employers, Arthur F. Silbergeld, No. 3, 53–57

Facility Closures

Demystifying and Diminishing Facility-Closure Problems, Fred Herrera, No. 4, 51–57

Federal Regulations Update [By Issue]

EEOC: Clarification on Right to Bring Suit Following ADEA Charge; Comment Period Closed on Proposed Exemption to ADEA Regarding Reduced Health Benefits; Changes to EEO-1 Form Delayed; EEOC's Proposed Definition of "Job Applicant" Includes Internet Applicants; DOL: Review of FMLA Regulations; Revision of FLSA Overtime Exemptions; Final COBRA Rules

Due; OSHA Updates: Revised Whistleblower Investigation Manual and Reporting Directive; Revised Form 300, Morgan D. Hodgson and Leslie R. Hoffman, No. 1, 71–81
DOL: Revised Regs for Overtime Exemption from FLSA; Final Rule on Contractor Duties under *Beck* Issued; EEOC: Enforcement Data for Fiscal Year 2003; Commissioner Earp Looks for Increase in "Colorism"; Coordinating Retiree Health Benefits with Medicare Eligibility, Scott A. Carroll and Steven R. Miller, No. 2, 89–98
EEOC: New Record-Keeping Guidance Interpreting "Job Applicant" in Internet Context, Changes Delayed to EEO-1 Reporting Form, ADEA Retiree Health Benefits Rule Delayed, Employment Arbitration Agreement Approved; Regulatory Pressures on Executive Compensation Mount; DOL: Final COBRA Regulations Released, New Labor Union Financial Reporting Requirements Effective July 1, 2004, New USERRA Regulations Proposed, New FMLA Regulations Postponed; NLRB Ends Nonunionized Employees' Rights to Representation in Investigative Interviews, Morgan D. Hodgson, Anne E. Moran, and David C. Kresin, No. 3, 59–74
Focus on EEOC: Chair Shares Views on the Future of the Workplace; Agency Announces New Initiatives—A National Contact Center and Youth@Work; Publication of New ADA Guides and Fact Sheets, Scott A. Carroll and Steven R. Miller, No. 4, 59–68

HR Agenda

HR Agenda: 2005, Roger E. Herman, No. 4, 1–6

HR Audit

The HR Audit for Legal Compliance and Safe Business Practices, Joan Curtice, No. 2, 55–66

HR Start-ups

Ten Elements of a Successful HR Start-up—Getting Back to Basics, Barry Rubenstein, No. 3, 33–41

Internet Discussion Lists

Assessing the Dynamics and Value of Employment-Related Internet Discussion Lists, Richard L. Hannah, No. 3, 43–51

IT Security

Special Employment Considerations to Ensure the Security of Your IT Department, Mark J. Neuberger and Andrew S. Levetown, No. 1, 35–42

Key Court Cases [By Issue]

Raytheon v. *Hernandez*: Supreme Court Finds Neutral Policy Not Discrimination, Scott J. Witlin, No. 1, 103–107
Supreme Court Interprets ADEA as Allowing Favoritism of Older Workers, Scott J. Witlin and Joseph L. Beachboard, No. 2, 111–115
Pennsylvania State Police v. *Suders*: Supreme Court Parses Constructive Discharges, Scott J. Witlin and Larry W. Lee, No. 3, 85–89
Ahead of the Class—Two Cases Serve as a Warning for Increased Class-Action Employment Litigation, Scott J. Witlin, No. 4, 77–80

Labor Shortage

Strategic Planning for the Impending Labor Shortage, Roger E. Herman, No. 1, 19–24

Measuring Effectiveness

Measuring HR and Organizational Effectiveness, Jay J. Jamrog and Miles H. Overholt, No. 2, 33–45

Outsourcing

Why HR Outsourcing Continues to Expand, Diane Shelgren, No. 2, 47–53

Emerging Trends and Early Lessons in Public-Sector HR Outsourcing, Glenn K. Davidson, No. 4, 31–38

Performance Effectiveness

Maximizing Human Potential: Tips to Foster Personal Effectiveness, Suzanne Updegraff, No. 1, 43–50

Managing Talent to Maximize Performance, J. Stephen Heinen and Colleen O'Neill, No. 2, 67–82

Performance Improvement

Using Improv Methods to Overcome the Fear Factor, Tom Yorton, No. 4, 7–13

Learning from *The Apprentice*: Opportunities for Performance Improvement, Edward T. Reilly, No. 4, 15–22

Presentations

The Art of Making Persuasive Presentations, Joni Daniels, No. 4, 39–49

Questions—and Answers [By Issue]

Restrictive Covenants, Matthew J. Camardella, No. 1, 109–115

Composing Effective Employee Handbooks, Eric J. Felsberg, No. 2, 117–122

Conducting Job Analyses and Drafting Lawful Job Descriptions Under the Americans with Disabilities Act, Eric J. Felsberg, No. 3, 91–93

Implementing Diversity Initiatives, Eric J. Felsberg, No. 4, 81–85

Recruiting, Third-Party

Third-Party Recruiting, Louis Volpe and Jim Tucker, No. 1, 1–10

State Regulations Update [By Issue]

The Perils of State Wage-Deduction Laws, James H. Coil III and Samuel C. Burch, No. 1, 83–101

Effective Use of Background Checks by Employers, William C. Martucci and Brent N. Coverdale, No. 2, 99–110

When Off-Duty Conduct Becomes Off Limits: State Laws Expand to Protect Employees Outside the Workplace, James H. Coil III and Charles M. Rice, No. 3, 75–84

Impact of Same-Sex Marriages on Employment and Benefits, William C. Martucci and Brent N. Coverdale, No. 4, 69–76

Strategic Partnership

Building a Strategic Partnership and HR's Role of Change Manager, Jeanenne LaMarsh, No. 3, 17–26

Training

Maximizing Your Retention and Productivity with On-Boarding, Victoria Reese, No. 4, 23–29

The Lost Art of Mentoring, Roberta Aronoff, No. 2, 83–88